

## Compensation & Benefits

The City of San José provides an excellent compensation and benefits package. The salary for this position is \$169,202. The attractive benefits package includes the following:

- ◆ Retirement Plan – The City has its own retirement plan with a 2.5% @55 formula and has reciprocity with CalPERS - The City contributes 23.56% and the employee contributes 8.93% - of annual base salary to the plan.
- ◆ Health Plan – The City contributes 90% towards the premium for the lowest cost plan. - There are several plan options including Blue Shield and Kaiser.
- ◆ Dental Plan – The City contributes 100% of the premium for dental coverage.
- ◆ Personal Time Off – Vacation is accrued at the rate of three weeks per year. Executive Leave of 40 hours is granted annually. Sick leave accrual is equivalent to 8 hours per month.
- ◆ Holiday – The City observes 14 paid holidays annually.
- ◆ Deferred Compensation – The City offers an optional 457 plan.
- ◆ Insurance – The City provides a term life policy equal to two times annual salary. Long-term disability and AD&D plans are optional.
- ◆ Employee Assistance Program – The City provides a comprehensive range of services through the EAP.



## The Process

To be considered for this exciting career opportunity, please forward a letter of interest and your resume with salary history and five work-related references (who will not be called until mutual interest is established) to:

Bill Avery or Paul Kimura  
Avery Associates  
3½ N. Santa Cruz Ave., Suite A  
Los Gatos, CA 95030  
Fax: 408-399-4423  
E-mail: [jobs@averyassoc.net](mailto:jobs@averyassoc.net)

The final filing date for this position is January 22, 2010.

If you have any questions regarding this position, please feel free to contact Mr. Avery or Mr. Kimura at 408-399-4424.



# The City of San José

*invites your interest for the  
position of*



## Independent Police Auditor



## The City of San José

San José, the dynamic “Capital of Silicon Valley,” is home to almost one million residents making it the third largest city in California and 10th largest in the U.S. San José is recognized as one of the safest and best-managed large municipalities in the nation. The City’s proximity to outstanding educational institutions has been a primary factor in fostering an environment for technology to flourish. San José ranks first in the country in the percentage of adults with college degrees (42%). San José and the Silicon Valley are often thought of as synonymous with the technology industry, yet the City’s business profile is quite diverse with the presence of professional service, retail, commercial and industrial businesses.



Cultural and ethnic diversity is a hallmark of San José. Residents speak more than 46 different languages. Those who live and work in San José enjoy world class attractions, cultural and performing arts, sports and recreation activities, wineries, and year round festivals and celebrations. San José encompasses 177 square miles at the southern tip of the San Francisco Bay. With a central location between San Francisco to the north and Monterey/ Carmel to the south, San José is a gateway to adventures throughout California. The quality of life is exceptional as the average annual temperature is 70 degrees with 300 days of sunshine a year.

The City of San Jose has one of the nation’s best public safety records and has been recognized as one of the Safest Big Cities in America.

## City Government

The City of San José became California’s first incorporated city and the site of the first State Capital on March 27, 1850. San José is a Charter City and operates under the Council-Manager form of government. The City Council is composed of the Mayor, who is elected at-large, and ten council members, elected by district. Both the Mayor and



Council Members are elected to four-year overlapping terms and are limited to two four-year terms. The City Council appoints six Charter Officers: the City Manager, City Attorney, Redevelopment Agency Director, City Auditor, City Clerk, and Independent Police Auditor. The City of San José employs a staff of 6,800 and a total budget that exceeds \$3 billion. San José consistently ranks as one of the nation’s best-managed cities and is regularly recognized for innovation and results. For more information please visit the City’s website at: [www.sanjoseca.gov](http://www.sanjoseca.gov).

## The Position

In accordance with the City Charter, the Independent Police Auditor (IPA) conducts objective reviews of police misconduct investigations. The role of the IPA is

to provide independent oversight of and instill confidence in the complaint process. By providing outreach to the San Jose community and making thoughtful policy recommendations to the City Council, the IPA works to promote accountability and to strengthen the relationship between the San Jose Police Department and the community it serves.

The IPA has the following powers and duties:

- (a) Review Police Department investigations of complaints against police officers to determine if the investigation was complete, thorough, objective and fair.
- (b) Make recommendations with regard to Police Department policies and procedures based on the Independent Police Auditor’s review of investigations of complaints against police officers.
- (c) Conduct public outreach to educate the community on the role of the Independent Police Auditor and to assist the community with the process and procedures for investigation of complaints against police officers.

The Office has a staff of five highly motivated and skilled employees, and an annual budget of almost \$800,000. The Independent Police Auditor Advisory Committee serves the Office and is comprised of a diverse and active group of community representatives who meet typically three times per year, providing input and insight to the IPA.



## The Ideal Candidate

The new Independent Police Auditor will possess unquestionable integrity and objectivity. The selected candidate will be able to further the mission of the Office with impartiality and independent conviction within the boundaries defined by the City Charter and under intense pressure and scrutiny. As a Council Appointee, he or she will be politically astute but apolitical, and able to work effectively with elected officials, utilizing facilitation and diplomacy skills. A solid record of community engagement, working with a diverse community and cooperative interaction with a wide array of community representatives will be key. The ability to establish and maintain

a mutually respectful working relationship with the Police Department will also be critical for the new IPA’s success.

Leading and mentoring the Office’s team, providing feedback and guidance to their professional development is an important role for the IPA. Effective communication skills, analytical, investigative and auditing abilities and knowledge of law enforcement policies and procedures will be necessary. Familiarity with administrative and criminal investigations as well as related current case law will be important. A background that demonstrates a balance of leadership and technical skills including a bachelor’s degree in a related field is required. A Master’s degree and/or JD, and experience with civilian oversight are desirable.

## Additional Requirements

Candidates will be required to disclose prior employment, contracts, familial relationships, and other affiliations with the San Jose Police Department. Such relationships and affiliations will be considered in terms of whether they create an actual or perceived bias or a conflict of interest, which thereby may prevent a candidate from employment.